

# LOCAL I-S NEWS

*for department store workers*

4, NO. 1

244

AUGUST 1, 1952

## STEWARDS HIT WAGE INEQUITIES AS ARBITRATION GETS STARTED

### You . . . !

You are urged to spend part of your lunch hour, your day (if you work in a Branch Store) and as many evenings as you can give, as an observer of the arbitration hearings of your wage and hour demands. Let Macy's and the arbitrator know that YOU are interested in what they say and do about YOU!

Be sure to come to the American Arbitration Association, 9 Rockefeller Plaza, 11th Floor. See your Shop Steward, Executive Board representative or Administrator for the weekly schedule of hearings.

### BASEMENT WINS TIME TO TRAVEL

Basement Floor Committee Chairman Lou Cotti reports that a series of protest greeted management's order that people report, at their usual hour, to the warehouse instead of the store on inventory duty.

The grievance Brother Cotti submitted to Divisional Superintendent Werneken pointed out that in many cases this schedule called for people leaving their homes a half hour earlier than usual. The relief sought for in the grievance was that people scheduled for warehouse duty should report in at the store at their customary hour and be given transportation or a car to Long Island City and do their travelling on company time.

Management's 'compromise offer' was a proposal that all the workers heading for the warehouse simply start work a half hour later than they would normally at the store.

Said Lou Cotti, "We accepted Macy's counter-offer because it was away with the hardship imposed on people who live farther from the warehouse than those who live closer. Management also made it clear that in spite of this arrangement, individual hardship cases exist, they will be adjusted according to the facts. The people are satisfied that we won a real big one this time."



The facts speak clearly as the arbitration of Local I-S demands gets under way before Professor Stein.

The arbitration, which has been forced upon Local I-S by the company's refusal to negotiate its wage and hour demands in good faith, proceeded through most of July with a stream of more than 200 Shop Stewards presenting their departmental demands for the adjustment of wage inequities.

At the very onset of the hearings before Professor Emanuel Stein, the Union's attorney, John O'Donnell, made it clear that the tedious inequities and all other business would be taken up by the Union before it presented its case for a general wage increase. Reason for this, said Mr. O'Donnell, was the hope and expectation that the Wage Stabilization Board would relax its rules and raise the limit on allowable pay increases before Local I-S reached that stage of its fight.

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## Department Leaders Meet, Hear Arbitration Report, Join Call For Membership Participation At Hearings

At a rousing meeting of the entire Local I-S Shop Steward body held in mid-July President Sam Kovenetsky told the assembled department leaders that Macy's must be made to realize that "they have a sword hanging over their head in the form of an aroused membership and an expiring contract . . ."

Despite a temporary breakdown of the Union's air conditioning system more than two hundred leaders of the Local spent a sweltering evening listening to the President's report and offering suggestions as to the best ways of involving the Union's 8000 members in the current arbitration proceedings and in preparation for the all-out battle that is anticipated when the contract lapses a scant seven months from now.

A partial text of the President's report follows:

Macy's this year did a turnabout. They said they would not negotiate and suggested that a moratorium be declared on wage increases in any form since they are 'unable to pay.' When we asked them what they would do when an arbitrator ordered them to pay out raises they told us that in such a case they would, of course, follow the order.

This attitude of the Macy management is a reflection of the attacks being directed at the Steel

union and other unions throughout the country. While the Steel union has always been a forerunner and a setter of national wage patterns there is no difference with Macy's and the fights now taking place in other department stores. True, there was a settlement reached in Bloomingdale's and Sterns which is not to be pooh-poohed, but even with their increases their rate of pay is still far below the average wage paid industrial workers.

From the stated attitude and position of management we know that we are in a fight and that it is a struggle we must prepare for — today for tomorrow — this year for next year. If we don't do this, the job of winning our demands will seem so big and so frightful that the people will think it is a hopeless task.

If, however, we show management and our membership that we are prepared and able to fight, management might even feel compelled to withdraw from the present arbitration and agree to negotiate a settlement of our demands.

### Arbitration Costly

Arbitration is an expensive proposition in terms of dollars and is rarely satisfactory in terms of what comes out of it. We must bear the expense of paying for the time lost

from work by our witnesses who must first be prepared for the hearings and must then spend considerable time being examined by our attorney and cross-examined by Macy's legal talent. We must pay for the cost of the transcript of the proceedings at a price of about a nickel a word. And we must pay for the time of the arbitrator who gets one hundred dollars a day for his work. This cost is divided equally between the Union and Macy's.

But money is not the consideration. If we invest thousands and can win millions we will willingly spend those thousands. While it is wonderful that the Shop Stewards have come to the hearings and done a fine job testifying, the key question is, where are the others who should be interested, who have a stake in the outcome?

We say to the arbitrator that we don't know how Macy's has the audacity to pay salaries of \$48 a week. The Shop Steward in the witness chair shares our indignation, but the thousands of other indignant workers just don't show up. They may not learn much just by spending half of their lunch hour at the hearings, but the arbitrator will see their interest simply by their presence.

### Share Responsibility

The responsibility for the success of this arbitration does not rest on the shoulders of the officers alone. We are going to ask your help in producing additional witnesses. We will offer facts plus the humanitarian side of our story. We will invite the press. We want to show the world what Macy's really is — not what their press agents claim it is.

Macy's was concerned about open hearings. They didn't want their secrets aired. We told them that if they were really concerned they should have negotiated, where their intimate secrets would not be bared. They turned their back on that and must now be made to pay the price.

### Money No Object

Macy's lawyers had been in a hurry to get on with the proceedings until they asked and were told that the Union was paying for the time lost by workers appearing on the witness stand. Then they changed their haste to stalling and asked to hear from nine witnesses when two would have done as well. By this tactic they are trying to make us feel that it is expensive to fight Macy's.

But if we can present so strong  
(Continued on Page 2)



## BRANCH STORE NEWS



Mel Melnyk

soon, Blanche . . . The newlyweds, Laura and Morris Fine gave a fine little party which all attended, celebrating their happy event. I'm sure that the people of the Flatbush Store and Local 1-S wish you loads of luck and happiness . . . Al George (F12) drove to Los Angeles, California, a four week vacation. Some guys have all the luck. Al has a brother who's in pictures . . . Al Perrone (Sewing Machines) spent a whole day mapping out a forty mile trip. Al left on his vacation with seven different maps to make sure he reaches his destination. Good Luck, Al . . . Next month yours truly has a date at City Hall. Everyone seems to be getting married, so I figured my time has come. "Yes dear, I'm coming." So long . . .

### FLATBUSH

Arbitration continues despite torrid heat waves . . . Shop Stewards met to discuss the inequalities existing in many departments . . . Frieda Pariser, Committee Member is an alternate representing Flatbush at arbitration. Your Store Committee has been meeting with management trying to settle the many Job Review grievances. Results will be disclosed at a later date . . . A bouncing boy was born to Mary Beverly formerly of the children's department . . . Blanche Dooner (F12) out ill, get well

### WHITE PLAINS

Things have been relatively quiet and uneventful here at White Plains. Many members are enjoying their long-awaited and well-deserved vacations and we hope they are having, have had or will have a wonderful time. Many have already reported back looking healthy and rested, but the wear and tear of a few days in the store is beginning to show its effects . . . ATTENTION: Good news — the glamour girls of White Plains have formed a softball team and are looking for opposition. Their first game will be with the White Plains Stockboys. We'll report the results to our breathless readers in the next issue . . . Margaret See (Silverware) is fully recovered from her fall UP her cellar steps . . . Sorry to hear that Ann Condon (Men's) is still out ill. We all wish her a speedy recovery. The same holds true for Irene Merkel (China) whose period of illness has been a long one . . . Congratulations to Al Plata (Men's) who was blessed by Sir Stork with a bouncing baby girl. Both baby and mother are doing fine . . . Good luck to Giner Sarasin who is leaving the store to become a full-time housewife, but before settling down will make a trip home to Texas . . . Laurie Servello (Sportwear) leaving for a better job near home. Good luck, Laurie. That's all for now.



Terry Ciarlo

### PARKCHESTER

Margie Lyons reporting . . . Mrs. Kelly from P4 (Alterations) has retired from Macy's and treated herself to a well-earned trip to Europe. Bon Voyage . . . Mrs. Fishman (P10) vacationing in Florida. Happy motoring, Duchess . . . There are actually so many people going on vacation or just coming back that it would take the whole column to mention them. So here's hoping that everyone had or has a jolly time . . . We have just elected a Disciplinary Committee. Job of the Committee will be enforcement of the Constitution as compared with the Store Committee's job of enforcing the contract. Among the main responsibilities of the new committee will be to guarantee that all problems involving Union members be handled through Union channels NOT by running to management, as some have done. Another job they have cut out for them is the screening of excuses or lack of excuses for failure to attend meetings. It's a big job and we hope they do it well. It will mean a stronger Union for all of us. On the Committee are: Lil O'Neil, Mike Fitzpatrick, Ed Barshak and Emma Daly . . . The Credit Union has specified Mondays and Fridays from 12:15 to 2 P.M. for the collectors in the North Lounge. Al Smith (P10) and Mrs. Danuff (P5) will do the collecting at those times and no other time, so be sure to make a note of the schedule and see them at those times . . . That's about all for now, except for another request that everyone cooperate by getting news from your departments to me as it happens.

### JAMAICA



Ray Cantola

Jamaica members of Local 1-S, listen to this! Open hearings are being held on our arbitration before the American Arbitration Association on 9 Rockefeller Plaza. The time is from 1:15 P.M. to 6 P.M. for the day sessions and 6 to 10 P.M. for the evening sessions. At this writing night hearings are being held on Mondays and Wednesdays. Every member is urged to sit in and witness the proceedings. Check with Administrator Pat Favoino to make sure that there's been no change in schedule, before you go . . . Ralph Boitel, Men's Suits, has returned to us from the U. S. Air Force. Really good to see you back, Ralph . . . Bert Goldstein is back at his old job in Herald Square after a short stint here in Jamaica . . . Marie Madiras (J7) was in an auto accident last week. She's recovering and hopes to be back with us soon. We sure hope so too! . . . Dolores Thompkins also of J7 was out ill . . . Jamaica Shop Stewards were well represented at the Stewards meeting at the Union office. In spite of the weather and the long trip it is said that our contingent was the largest from the branch stores . . . Sorry to hear that Vincent Moscato, J1, is out ill with virus pneumonia. Hope you'll be back with us soon, Vinny—we miss you . . . Keep cool, friends—keep cool!

## Department Leaders . . . (Continued from Page 1)



a case as to induce the arbitrator to give us the substantial wage increase and other gains we are demanding. Macy's will take their third beating in arbitration and may be convinced that it is expensive to fight the Union and that they should negotiate in the future.

Neither I nor Vice Presidents George Gurian and Elizabeth Hammond will make the kind of impression on the arbitrator that we can make by filling the rooms every

night and making them realize that they have a sword hanging over their head in the form of an aroused membership and an expiring contract which they will not be able to hide behind an arbitration.

### War On Unions

There is war being declared against the trade unions through which the people have won some gains. The objective of this war is to push us back to where we were before we started. If we don't fight

now we are in for a rude awakening and it may then be too late to do anything, so we must do it now.

The change in attitude by the Macy management toward our Union is apparent to all. Grievances which once got favorable answers now get emphatic "No's." We have more arbitrations of grievances pending than ever before. Management hopes they're going to weaken us, but I know and you know that by tightening our ranks we can prove them wrong!

## Thirteen Month Back Pay Won On Old Inequality

Edith Mellon, Anna Ayres and Ada Short, all of Parkchester's Lamp Department, were the happy

possessors of back pay checks covering a thirteen month period, thanks to a persistent search for the facts and a fair solution to a problem.

It began when all branch store Lamp Department workers won the inequity adjustment they claimed during the 1950 negotiations. Several months after the settlement of that year's demands it was learned that all the branch stores with the exception of the one in Parkchester had properly gone ahead with the up-grading of the workers involved.

In light of this discovery a grievance was filed on May 28, 1951 demanding the shift from Grade IV to Grade V as agreed upon. Immediately after the Union's protest was lodged with the company the three workers received a raise. Acting on what they thought was a loophole in the contract, Parkchester management deducted Red Circle payments totalling \$1.50 from the full time raise of \$3.70 which the Union had fought for and won.

Misses Mellon, Ayres and Short, not aware of that provision of the agreement, did not realize that they were being short-changed, but thirteen months later Store Committee members Lil Branca, Catherine Hallihan and Al Smith unravelled more of the snarled facts and turned them over to Administrator Jack Jampole who in turn presented the Union's argument to the Parkchester Personnel office.

A Macy's check of the story proved the Union to be 100% right and one week later the record was finally and fully corrected.

Said Jack Jampole, "This was one of those very rare occasions on which Macy's couldn't and didn't argue. The facts, when we finally got them all, spoke and won for themselves."

## Macy Won't Lift Bulbs; 88BlowsFuse

Macy's refusal to raise the power lines of the electric lights in 88 Department's stockroom and the company's violation of their own safety engineers standards were attacked as "another example of management disregard for the workers" by department members.

The decision to leave the dangerously low hanging lines and bulbs where they are was justified by the company's Labor Relations office on the grounds that Macy's can't afford the price of the minor job, according to Administrator Mabel Murther.

"But no explanation was found," she said, "for the violation of recommendations made by Macy's safety engineers against the stacking of shoe boxes above 30 inches."

The Union's original grievance protested the stacking as dangerous to people working in adjacent aisles, and called for safety partitions as well as a limit to the height to which boxes could be piled. The Union is continuing the fight against Macy's disregard for the physical well-being of their employees.

FREE  
LEGAL AID CLINIC  
at the  
UNION OFFICE  
Every Wednesday  
5 to 7 P.M.

## Blood Drive Goes On For 1-S Bank

Individual donations to the Local 1-S Blood Bank may be made at any of the Red Cross donor centers listed below:

70 West 40th Street —  
Mon., Tues., Wed., Fri.  
10 A.M.-3:45 P.M.  
Thurs.—10 A.M.-7:45 P.M.  
Closed Saturday, June, July, Aug.  
183rd St. & 3rd Avenue, Bronx—  
Mon., Wed., Fri., 2 P.M.-7 P.M.  
57 Willoughby Street, Bklyn.—  
Monday through Friday  
12-5:45 P.M.  
Closed Saturday, June, July, Aug.

Since the Local's big drive last April which netted close to a thousand pints, many workers and their friends have gone singly or in groups to reinforce the Union's bank. You too can give, so GIVE NOW! If you, your husband, wife or children under 18 need blood—call the Union!

## HEALTH PLAN NOTE

If you plan to take a leave of absence for more than 30 days or if you leave the store and wish to continue your Health Plan coverage on a direct payment basis, YOU MUST see the Local 1-S Health Plan Consultant at the Union office within 30 days from the end of the month in which you leave the store. Protect yourself — protect your family — protect your benefits. Be sure to come to the Union office on time!



# Stewards Hit Wage Inequities... (Continued from Page 1)

The spectator's section of the large meeting room was nearly filled to capacity a good part of the time. The presence of the on-lookers apparently inspired management to put their best foot forward in an attempt to create a favorable impression on both their employees and the arbitrator. It also served to give confidence to the testifying department leaders pictured here (and others) and provided an appreciative audience for the rapier-like thrusts with which the Union repeatedly attacked Macy's anarchistic and unreasonable wage structure.

Lou Cotti, 1st Union witness

Time after time Mr. O'Donnell brought grins of glee to the faces of negotiators and spectators alike as he assailed and berated management for their refusal to negotiate. He repeatedly won full approval as he cooperatively helped the arbitrator get a clearer picture of the confusion that exists under the Macy roof and then pointed out to him that, "I submit that there is no way an arbitrator can eliminate inequalities from the Macy wage structure—he can only get rid of some of them."

Charles Boyd

Time after time lawyer O'Donnell asked witnesses if they knew or had ever heard any explanation for the different rates paid for similar work. His efforts to ferret out the truth threw the entire contingent of Macy's labor and legal staff into a dither when he unexpectedly called Divisional Superintendent Castro to the witness stand. Signals, in the form of offers to the arbitrator of more expert witnesses, were flashed to the Macy executive to not commit himself for the company.

Charles Boyd

The fact became increasingly evident, however, that there had been no scientific determination of the salaries received by Macy's work-

Charles Boyd

ers, and that no justification would be found for the many existing inequities which the Union has had to offer for arbitration. It was also apparent in the attitude of the management representatives around the table that they had no desire to eliminate the injustices incorporated in the wage structure and that only the persistent efforts of Local 1-S were responsible for the erasing of hundreds of problem cases.

Charles Boyd

In a blistering condemnation of Macy arrogance and contempt for the needs of their employees, President Sam Kovenetsky told a hushed and crowded room that in the past management discussed inequalities, but this year the company had not

Charles Boyd

shown any willingness to discuss the matter. "In 1946, if I recall," he said, "because of the complexity of the structure of the wage rates, we had an arbitration and management and the Union negotiated out the inequalities, and the question of the over-all increase and factors in wages were presented to the arbitrator and he submitted his decision on the question..."

Charles Boyd

If there had been an honest endeavor to negotiate, the President said, we could have done so, but there was no such endeavor on management's part.

Charles Boyd

Added lawyer O'Donnell, "We'd like to sit down with these people and work out, scientifically, a fair adjustment of the wage rates, but they don't want to!"

Charles Boyd

Behind the comparatively calm and orderly procedures in the 11th Floor hearing room of the American Arbitration Association was the turbulence of preparing more than 200 individual cases and even more witnesses for the best possible presentation of the facts

Charles Boyd

on which several hundred Union members are dependent for an upward adjustment of their weekly pay. "Past experience," said Vice Presidents George Gurian and Elizabeth Hammond, "taught us that detailed preparation was an absolute necessity. We found that men and women, often with as much as twenty or twenty-five years of Macy service, would not be thoroughly familiar with every important detail of the job with which his was being compared. This means bringing the people who are familiar with both jobs together to exchange information and compare notes. That's why we now sit down in advance of our arbitration sessions and go over the operation step by step."

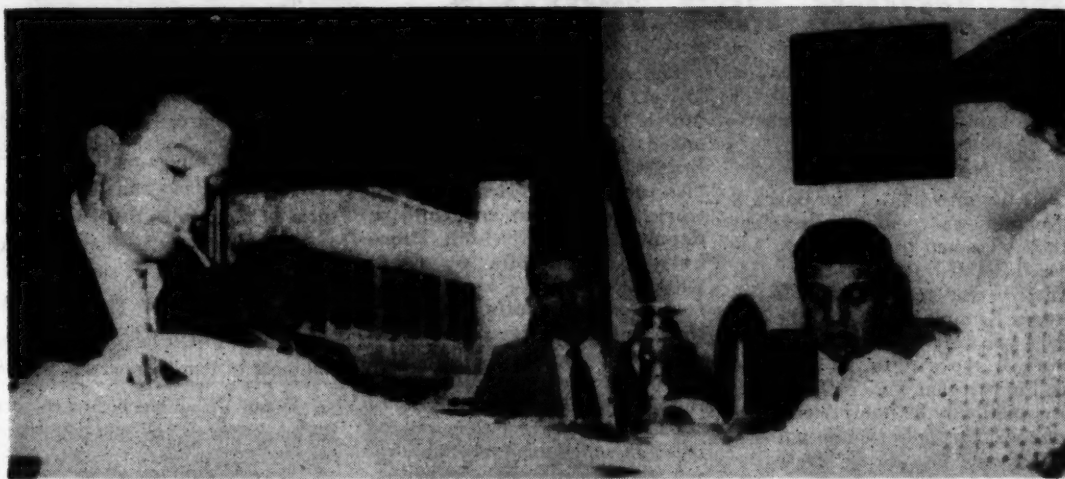
Charles Boyd

As a result, and without exception, every Shop Steward has reflected the highest credit on himself or herself and the Union."

Charles Boyd

Following the preparatory work done at the Union office, each department leader was accompanied to the witness stand by the Union Administrator responsible for his Division. The Administrator's job was to aid attorney O'Donnell in the raising of questions designed to bring forward the maximum amount of information that would be useful to the arbitrator in arriving at a just and equitable decision.

Charles Boyd

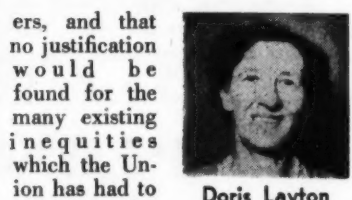


Around the table from left to right: Macy's lawyer Friedin, witnesses Lou Cotti and Arthur Daum (Base-ment) and arbitrator Professor Emanuel Stein of New York University.

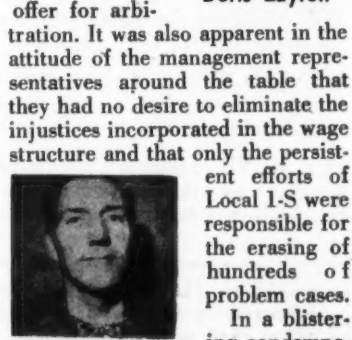
## Seven Questions

Examination of Divisional Supt. Castro by Att'y O'Donnell (Partial Text)

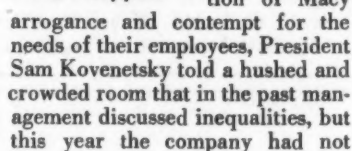
- Q. Mr. Castro, you are an employee of R. H. Macy's?  
A. That is correct, sir.
- Q. What is your title?  
A. Division Superintendent.
- Q. Do you have any responsibility in the making of job review decisions, Mr. Castro?  
A. Yes, I do.
- Q. And you make job review decisions in relation to the employees of Departments 18, 19, 39 and 124; is that right?  
A. I wouldn't consider myself an expert at this point, sir.
- Q. Are you generally familiar with the criteria which determine the wage rates fixed by Macy's for the employees in those departments?  
A. Generally I am.
- Q. Would you explain to us the reasons for the differentials?  
A. I don't think I could answer that question at this point with any degree of intelligence.



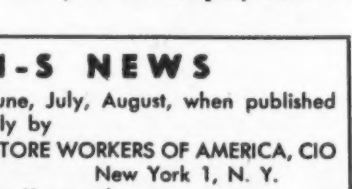
Doris Layton



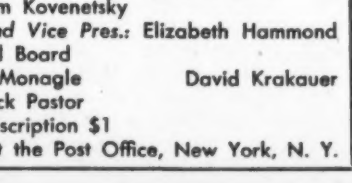
Wm. Koppers



George Koch



Anna Maresco



Grace Lovely



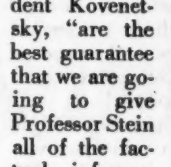
Gladys Cohen



May Fisher

1951 and for many previous years. A detailed scholarly study was prepared at the direction of President Kovenetsky and is being used as the foundation on which much of the Union's case may stand.

"The consultations between the economist, the lawyer and the officers of Local 1-S," said President Kovenetsky, "are the best guarantee that we are going to give Professor Stein all of the factual information he is going to need to arrive at a decision that will recognize the pressing problems of our 8000 members and their urgent need for substantial improvement in the hourly rate of pay and the amount they take home in their pay envelopes each week. Since we have heard Macy's cry 'poverty' before we are neither concerned nor



Agnes Wagner

frightened."



M. Jurisson

Union Demands

- 35-hour work week
- all rates to become fully automatic and all maximums to be reached in two years
- adjustments of inequalities based on existing problems — not based on a flat-sum allowance toward their adjustment
- inclusion of present Red Circle rates in the maximums
- 10% bonus payment to all Local 1-S members working on "hardship schedules"
- Double time pay for work on any legal holiday on which the store is open
- Overtime to be paid to straight commission, salary plus commission and salary plus bonus workers, based on their vacation rate of pay
- General wage increase

### All Invited

Pointing out that the Union had to fight to make it possible for the membership to attend and hear for themselves the arguments Macy's uses to tear down their importance as a means of destroying the rightness of their demands for higher pay, President Kovenetsky urged all members to give part of their lunch hour and to attend sessions that were purposely scheduled for evening hours so that the least hardship would be worked on those who are interested. He repeatedly stressed the importance of showing the arbitrator that the people are responsible for, and stand behind, their demands.



Gladys Cohen

## LOCAL 1-S NEWS

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President: Sam Kovenetsky

1st Vice Pres.: George Gurian—2nd Vice Pres.: Elizabeth Hammond

Editorial Board

Jerome Harte

Violet McMonagle

David Krakauer

Editor: Dick Pastor

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# Board Acts On Many Issues Vital To Security of Union and Nation

In another convincing demonstration of its deep understanding of political and general union problems in addition to the needs of Local 1-S, the Executive Board at its June 24 meeting acted to help save price controls, urged President Truman to not use the anti-labor Taft-Hartley Law to break the steel strike, pledged to the steel workers the "full moral and physical support of our Union," adopted a statement of policy concerning members in departments affected by lay-offs, expelled a member from White Plains and approved a series of committee reports.

## Price Control

The Board's action in the fight to save even the watered-down version of price controls under which the people have tried to live came in response to an urgent telegram from CIO's Executive Vice President Allan S. Haywood. The Local's wire to the wrangling Congress called attention to the record-high living costs reached under the present law and warned of "unforeseeably grave consequences to the workers of the nation should corporate greed be given a green light and a free hand" by the lifting of controls.

## Anti-Discrimination

Chairman John Malone of the Local's Anti-Discrimination Committee reported that CIO's national housing committee had declared itself as firmly opposed to segregation at a recent conference on Discrimination in Housing held here in New York. At stake is the fate of Negro, Spanish American, Mexican, Oriental or other families who must move but can't find new homes because of segregation.

"The problem," Brother Malone reported, "has become acute because slum clearance projects have forced the re-location of non-white families faced with living under even more sub-standard conditions because areas available to such minorities are restricted and new projects further reduce the total living area available to them."

The Executive Board sent a telegram of support to CIO and re-

quested additional information which could be used by Local 1-S in its fight against such un-American practices.

## No Taft-Hartley

At the direction of the Board a telegram was sent to President Harry Truman urging him to not use the Taft-Hartley Act to break the steel workers strike for a living wage. Reminding him of the patience already shown by the steel workers, the wire to the President said in part that, "use of Taft-Hartley could only be interpreted as an attack against all of labor and specifically an attempt to smash the steel union."

## Support Pledged

Advising Steelworkers President Philip Murray of its message to President Truman, Local 1-S President Sam Kovenetsky said, "On behalf of the Executive Board and the membership of Local 1-S I pledge to you and the United Steel Workers the full moral and physical support of our Union. We recognize your fight as part of our own and will do all in our power to help guarantee your victory."

## White Plains

The case of Ellen Vogel of White Plains, originally severed from the trial of nine others charged with anti-union actions at the time of the lockout at the Westchester store, came before the Trial Committee. Chairman Clarence Lanman reported that despite several calls and direct service of notice to Miss Vogel, she refused to appear before the Committee.

The Executive Board unanimously adopted a motion made by Max Wald, Receiving, and seconded by Estelle Sage, 4th Floor, to expel Ellen Vogel from Local 1-S and to deprive her of all benefits of membership.

## Statement of Policy

Vice President George Gurian, Chairman of the Executive Board, called on the body to discuss and decide on a position consistent with the principles of trade unionism to guide workers in departments affected by layoffs.

Full discussion ended with approval of a motion made by Morris Telzer (6th Floor) and seconded by Parkchester's Lillian Branca, which declared that, "No member of Local 1-S shall work overtime at any time in departments in which there have been layoffs or from which there have been transfers to avoid layoffs until such time as the worker or workers who were laid off or transferred have been restored to the job in the department."

Basis for the resolution was the speed-up which must inevitably result when fewer people are expected to do the work of a full staff and the encouragement given to management to cut further when workers willingly fill the gap left by layoffs by working overtime.

Enforcement of the decision rests with Floor Committeemen, Shop Stewards and the conscience and understanding of each individual member of the Union.

## DA

DA Committee Chairman Clarence Lanman reported that the following suggested changes have been submitted to management:

- 1) Discounts greater than 20% should be allowed on all major appliances, furniture, etc.
- 2) 20% discount should be allowed on all clothing purchases and an over-all 20% discount on all purchases except the higher discount on major appliances.
- 3) An employee cash discount identification card for those without DA's or not desiring to use their account.

The Committee Chairman announced that as a result of discussions with management a cash discount system had been tested in White Plains and that a new card would be issued all eligible employees in all the stores on August 4th.

## New Members

Newest additions Mary Boyd of the 4th Floor and Ann Gutowski of the 2nd were welcomed to their place on the Board.

## A RE-STATEMENT OF POLICY ON OUR FOURTH ANNIVERSARY

The workers of this country, including our 8000 members of Local 1-S, have received no relief from oppressive anti-labor legislation and they are burdened with the growing threat of economic disaster. They need be armed well to win relief, avert disaster and to protect not only their jobs, but their economic and political freedom.

Union members need and deserve a paper which brings to them the news, specific facts and general information which most directly concern them in their jobs, their union and the world in which they live. They need a paper to serve their ends, reflect their thinking and respect their wishes. To meet this need the Executive Board has brought this paper into being subject to your continuing approval.

As our Union has been dedicated to the continuing fight for the attainment of true democracy, so too is this newspaper dedicated.

As our Union has been a remorseless fighter against discrimination in its many forms, so too will this paper fight.

As our Union has opened its meeting floors to full and free discussion of the issues, so too will this paper open its pages.

As our Union has struggled for the economic well-being and security of its members, so too will this paper struggle for those ends.

It is our profound conviction that only when the people know the facts are they fully capable of making correct decisions and of carrying out a correct program of action. We believe that ill-informed or misinformed people present the gravest of all threats to our democratic principles and to a democratic system of government.

Our policy will be guided solely by determining whether or not a given thing is good for the workers, because we fully agree with the immortal words of Abraham Lincoln . . . "That which harms labor is treason for America."

We will not engage in ideological debate, but will bear in mind that we have successfully united all shades of political opinion as well as representatives of all races and creeds, around a program of economic action for the well-being of all. We will concern ourselves with the issues which bear on that program.

## vacation time

With the end of summer vacation time almost in sight the Local 1-S Vacation Consultant reminded those who have not yet been away to come to the Union office before making their holiday plans.

Members are able, through the Union, to arrange for resort rests or tours at reduced prices and the

Consultant will assist with the making of reservations and the obtaining of travel tickets.

The Vacation Consultant is at the Union office every Tuesday from 10 A.M. to 2 P.M. and every Thursday from 4 to 7 P.M. to help YOU get the most fun for your money. Before you make plans—come to the Union office.

## PERSONALS

FOR SALE—Solid maple Storkline chest (5 drawers and closet). Excellent finish, like new at fraction of cost. Call ST 4-7282.

WANTED—2½ to 4 room unfurnished apartment in Manhattan for business woman. Rent to \$50. Contact by mail only. Bessie Dieter, 243 East 50th Street, New York, N. Y.

FOR RENT—Saltaire, Fire Island, 4 bedrooms, 2 sleeping porches, fireplace, electric kitchen. Ocean and bay bathing, supervised play for children. Reasonable by week or month. Phone HO 5-2694.

MEDICAL PLAN—For the name and address of the doctor, dentist or podiatrist nearest you CALL the Union Office — WA 4-4540 or Associated Physicians Medical Group—BU 8-4296 (Night or Day). Complete schedule of fees available upon request. BLOOD BANK—If you need blood from the Blood Bank CALL Elizabeth Hammond at the Union Office—WA 4-4540.

TO THE

EDITOR

NEW YORK  
DEC 20  
6 30 P M



## THE BEST

I wish to thank the Union for all help given me each time I have called upon you for such. I also am very grateful to you for recommending Dr. Somkin who has helped me very much. I have received more relief in the few visits to him than in the past two years from two previous doctors.

I would like you to send a write up for me through the Union to the doctor's association paper recommending his work. I would also like you to publish in our paper my thanks to you and to let all members know that you have a wonderful panel of doctors for all of us . . .

I wish to thank each and all of you. I remain,

Mrs. Mildred Simmons

## KINDNESS AND HELP

Thank you so much for your kindness and help, not only on getting me my Blue Cross benefits, but

also in sending me to Dr. Mintz. Probably like a good many other union members, I take the Union for granted — just to help us with our grievances. But how much it really helps we do not appreciate until we are actually in trouble and need advice and help.

A few weeks ago I had a check-up by a specialist and was told I had to go into the hospital for an operation. Apart from being scared I was very worried. For one thing, I had never been in a hospital all my life. For another, I was 3000 miles from home, had very little money and no idea what an operation would cost. Having worked at Macy's 21 months I did not think I was entitled to any benefits . . .

I will always be grateful to the Union. In a matter of minutes you put my mind to rest. You not only helped me about money matters and told me how much I was entitled to — you also sent me to Dr. Mintz . . . you did so much I felt like a new person. You seemed to

have taken the worry from my shoulders and put it on yours.

I would appreciate it . . . if you would thank Dr. Mintz through your paper, for his kindness to me.

Yours sincerely,  
Eve Speckman, 66 Dept.

## APPRECIATION

Will you please accept my thanks and sincere appreciation to my Union for kindness shown me during my recent illness. Especially to Miss Hammond who helped me so much after I left the hospital in referring me to Dr. Katz who is a specialist in his work and whose wonderful care makes me able to work again.

Also thanks to my co-workers in 204 Dept. and many throughout the store — their letters were a comfort.

Thanks again. May God bless you all.

Sincerely,  
Madeline Martinez

AUG

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